



October-November -
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Montana Department of Corrections

The

Correctional Signpost



Survey of DOC web sites rates ours among nation's top 10

By JOE WILLIAMS

Centralized Services Division Administrator

The Montana Department of Corrections website was ranked seventh among fifty one in a survey published in the October 2003 issue of *Corrections Compendium*, the American Correctional Association's magazine.

This is a real testament to the hard work of our Information Technology Bureau. When you stop to consider the limited funds we have to work with, compared to some of our sister agencies across the country, this achievement is all the more remarkable.

The survey analyzed the corrections web sites of all 50 states and the Federal Bureau of Prisons for their organization and information for crime victims, offender families, correctional employees and the general public. I've always believed that our web site serves a critical role in our mission of public safety and trust. It's gratifying to have that verified by an outside source. Please join me in congratulating John Daugherty (Information Technology Bureau Chief) and his

More WEB, page 2



From left, Sam Lemaich, John Paradis and Bill Dabney were awarded for their commitment to public service.

Three of Corrections' best receive Governor's awards for excellence

John Paradis from Juvenile Corrections, Region I Probation and Parole's Sam Lemaich and MCE Ranch Director Bill Dabney were among the 76 recipients of this year's Governor's Awards for Excellence in Performance.

The awards program publicly recognizes outstanding state employees for the services they provide for Montana citizens. "Recognition is a powerful tool, especially during tough budget times," Governor Judy Martz noted prior to the ceremony September 23 at Carroll College in Helena.

JOHN PARADIS has worked for state government in the juvenile justice arena for 31 years. He retired this month from DOC's Juvenile Corrections Division in Helena, where he was Deputy Interstate Compact Administrator. "John is vital in Montana's maintaining standards for Juvenile Interstate Compact. He is a consistent advocate for youth, acting quickly on case decisions assuring that youth and community safety considerations are met," said the nomination letter by Karen Duncan, Juvenile Services Bureau Chief and Paradis' immediate supervisor. She noted that Paradis was instrumental in the passage of Interstate Compact for Juveniles legislation.

BILL DABNEY has worked for the Montana Correctional Enterprises (MCE) ranch operation at Montana State Prison for 22 years, starting as a supervisor and working his way to the

More GOVERNOR, page 2

INSIDE THIS ISSUE

- DOC Practices Offender Risk Reduction. 2
- Called To Serve: Correctional Staff in Iraq. 3
- Boot Camp Trainees Make Amends. 5
- IT Staff Stays Ahead of Computer Viruses. 6
- The Prison's Award-Winning Food. 7
- Seven Honored at MCA Convention. 8
- Medic Training Saves a Life. 11

... and MORE

**WEB, from page 1**

staff for their tremendous efforts to keep us current with technology. Others who deserve credit include Dean Smail, web master; Dewey Hall and Jeff Rosky, statisticians; Montana Interactive, which helps with the CON site, and the Department of Administration web group, which provides technical assistance.

The survey was conducted by Bernard J. McCarthy and Laurie A. Gould, who teach in the Department of Criminal Justice and Legal Studies at the University of Central Florida. States ranked #1 through #6 were Texas, Oklahoma, Minnesota, Arizona, Virginia and North Carolina.

GOVERNOR, from page 1

director position. "Bill's tireless energy and dedication is reflected in the ranch's current state of operation," his supervisor, MCE Director Ross Swanson, said in the nomination letter. Dabney's accomplishments include improvements in the ranch's beef cattle herd, dam safety, crop and land management, and noxious weed control. "Because of Bill's efforts and leadership, the prison ranch remains self supporting, operating without (state) general fund support. Thank you Bill."

SAM LEMAICH is Administrator of Regional I Probation & Parole in Missoula and has worked for the citizens of Montana for 21 years. "First and foremost, Sam brings a great deal of credibility and integrity to the Missoula P and P Region," said Mike Ferriter, Community Corrections Division Administrator, who nominated Lemaich. "Sam is highly respected within the criminal justice system in Missoula and Montana. Sam's professionalism is projected via the staff in Region I, as they too are highly respected within the criminal justice system. Many look to Sam for direction and guidance as he is strong in his understanding of offenders and the corrections system. He is truly dedicated to public safety and trust."

Among the other recipients are Lynn Staley, formerly of DOC and now a member of Governor Martz's staff, and Wendy Sturn from Board of Crime Control, who also is a member of DOC's Crime Victims Advisory Council.

**A Message from the Director****Bill Slaughter*****Reducing risk of criminal behavior beats trying to "manage" it***

With the Christmas season firmly upon us, it's time for some reflection on the people and ideas that make corrections work.

Maybe no one has noticed, but a lot of work has been going on at the management, supervisory, training and staff levels here at DOC to do something called "risk reduction."

This is a change in direction for something corrections is particularly good at, and that's "risk management."

For years now, the people of Montana have relied on us to manage the public safety risk of our offender population in prison and community corrections programs. And by golly, we got really good at it – so good, in fact, we sort of lost track of what caused these people to offend in the first place. We told ourselves that the root causes of crime, i.e., poverty, anger, drug and alcohol abuse, mental illness, poor parenting, and learning to hate, were not our concerns.

But some thinkers among us have prompted us to ask ourselves, "Why not go beyond reacting to the behaviors of offenders; why not address the causes of those behaviors?"

Can we in corrections really have an impact on the root causes of crime? What new skills will we need to begin "risk reduction" versus "risk management?"

If you have been tracking what is happening in the WATCH program and Treasure State Correctional Training Center (boot camp), you have seen the beginnings of real "risk reduction." WATCH is getting at the addiction issues behind the criminal behavior – drunk driving. The boot camp is teaching accountability and basic honesty, which have never been part of the lives of many young offenders. Thus "criminal behavior" has been.

We have learned from our colleagues in juvenile justice that teaching accountability, cognitive restructuring principles and life skills, we can affect the core beliefs and therefore criminal behavior in later life. So you see, we are piloting "risk reduction" at Montana Department of Corrections right now.

We will need some new skills if our goal is "risk reduction" rather than "risk management." We need a new focus on reflective communication skills for staff, mentoring staff and offenders, and performance outcome training for staff. The bottom line is, like any business, for once, we will be looking to improve our product – the offender.

So what does all this have to do with Christmas? Nothing, but may you and your families and friends have a meaningful and blessed one!

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See the *Signpost* on-line at www.cor.state.mt.us.

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More than 5,000 correctional staff nationally in the reserves



Excerpted from an article by Michael Kelly, associate editor of publications for the American Correctional Association. Reprinted with permission of the American Correctional Association, Lanham, Md.

The war in Iraq has placed heavy demands on all branches of the armed forces, including a greater need for personnel from the National Guard and Reserve. In the months leading up to the war, increasing numbers of reservists were called up to active duty by their respective branches of the military.

Reservists come from all walks of life and are represented in just about every profession, including corrections. When the orders come in calling them to active duty, it is often with very short notice. This can be difficult for the reservist, but it is also a challenge for the operations of the organization where the correctional employee works.

More than 5,000 correctional staff from the 50 states had been called to active duty in the reserves as of April 1, 2003. Eight of them are Montana DOC employees (see related story). Nearly 200,000 reservists nationwide who had been mobilized by the Army National Guard, Army Reserve, Naval Reserve, Air National Guard, Air Force Reserve, Marine Corps Reserve and the Coast Guard Reserve as of July 1, 2003.

The rights of reservist employees and the obligations of their employers are addressed in the Uniformed Services Employment and Reemployment Rights Act (USERRA), enacted by Congress in 1994. All employers are required by USERRA to allow their employees time off for military

service. This applies to correctional departments as well. Correctional employees in the National Guard or Reserve must be excused from work for active duty or to attend military training. This may include anything from scheduled weekend drills nearby to emergency deployments of six months or more anywhere in the world.

In addition, USERRA requires employers to reinstate returning reservists after their service to the

same job or to a comparable position with the same status, seniority and pay. And this is not contingent upon the existence of a vacancy. The returning reservist must be offered reemployment if he or she chooses, even if another employee has to be displaced in order to do so. This is difficult for any organization and can be particularly problematic in a correctional setting, where maintaining a cohesive staff is vital to security. Congress, in

More RESERVES, page 4

Eight DOC employees are active military: "Their jobs are waiting when they come back."

— Bill Slaughter



Mike Ferriter is flanked by Major General John Prendergast and Amber Field with Kelsie, 7.

By SALLY HILANDER, Public Information Officer, Director's Office

Mike Ferriter, Community Corrections Division Administrator, was surprised December 1 when Major General John G. Prendergast, Chief of the Montana Department of Military Affairs (DMA), arrived at Central Office in Helena to present him with an award.

Ferriter had been nominated for the "My Boss is a Patriot" award from the Office of the Assistant U.S. Secretary of Defense by one of his staff members who serves with the Montana Army National Guard Reserve in Iraq. SSgt. Chad Field, a DOC training officer, deployed to Iraq in March with the 143rd MP Detachment of Bozeman, and is stationed in Iraq.

Prendergast, who oversees all activities of the Montana Army and Air National Guard, presented the award, thanking Ferriter for being the kind of supportive employer that makes the military reserve system work in war time. Ferriter keeps in close contact with Field by email and phone, and with his family in Helena. Amber Field and daughter Kelsie, 7, attended the award ceremony. The Fields also have a 3-year-old son, Cade.

"Supportive employers are critical to maintaining the strength and readiness of National Guard and Reserve units," the award announcement said. "The award program recognizes deserving employers whose support and good will are important to retaining highly skilled and qualified members of the Guard and Reserve."

More DOC SOLDIERS, page 4

**RESERVES, from page 3**

enacting USERRA, decided that imposing such burdens on employers is justified by the national defense needs of the nation. However, even in situations where great numbers of reservists are required (such as the start of the war in Iraq), call-ups have not resulted in great numbers of correctional staff leaving their jobs. They also do not appear to have put any one correctional site in danger of being understaffed.

Having members of the National Guard and Reserve on the payroll can pose certain challenges to the operations of a correctional agency, especially at a time when many of them are ordered to serve in active duty. However, these employees also bring with them many advantages. They receive valuable training, much of which is transferable to their jobs in corrections. They are trained to give and take orders and they know how to manage time and stay focused on accomplishing tasks.

DOC SOLDIERS, from page 3

Field is one of eight DOC employees on active military status.

"We understand that a lot of guardsmen and guardswomen come from the corrections field, because that's the kind of people they are - ready to step forward and serve when needed," said DOC Director Bill Slaughter. "And while they're gone, we will do the best we can to show our support for their families."

Families of DOC employees who are on active military status may call the DOC Public Information Office at (406) 444-7461 if they need assistance with anything, Slaughter said. The Department will attempt to provide either resources or referrals for transportation, childcare and other needs. "This is the least we can do. Having these folks gone is a hardship for us, but the families are the ones making the real sacrifices."

Slaughter noted that DOC has hired temporary employees or asked others to pick up the slack. "Their jobs are waiting for them when they come home. Their jobs are secure."

Inmate memorial box honors 9/11 heroes

By LINDA MOODRY, Public Information Officer Montana State Prison

Military veterans at Montana State Prison have chosen to honor all those who died in the terrorist bombings of September 11, 2001, by building a memorial box for delivery to the Pentagon in their memory.

MSP Public Information Officer Linda Moodry explained that the Incarcerated Veterans wanted to show their patriotism with something more lasting than money donations, so they came up with the memorial box for the second anniversary of 9-11.

The box was built by inmates at the Montana Correctional Enterprises (MCE) Furniture Shop under the supervision of Jerry Arneson. Inmates crafted and donated a leather hand-tooled wallet, horsehair bridle brow piece, American Flag key fob; a hand-carved clock, set to the time of the disaster, a beaded eagle belt buckle, and several patriotic beaded and horsehair earrings, and red, white and blue fish hooks.

Buck Richardson, Col. Ray Reed and Ruddy Reilly from the Helena Veterans Administration supported the Incarcerated Veterans with this project. Richardson delivered the box to the Pentagon.

CC student plans to help youth stay out of prisons

By SALLY HILANDER, Public Information Officer
Director's Office

Carroll College senior John Szudera was a big hit at DOC Central Office when he arrived



Halloween morning wearing a fake mustache and ready to spend the day impersonating Juvenile Division Administrator Steve Gibson. He had his mannerisms down pretty well.

The psychology student who hails from

Havre has been a refreshing presence at DOC since September, when he began a four-month internship in the Juvenile Services Division under the tutelage of Gibson and Karen Duncan, Juvenile Services Bureau Chief.

"I see a profound calling to help the youth in society today. There are lots of troubled youths out there who need an extra hand, a little bit of help," John said. "I'd like to be able to work with youth one day in the criminal justice field, so they can be productive citizens."

"John is multi-talented and very creative. He has mastered information quickly and helps with tasks at a moment's notice. The Juvenile Division really enjoys having him here, and it appears the whole department agrees," Duncan said.

So far, John has visited Pine Hills and Riverside Youth Correctional Facilities, shadowed Juvenile Probation Officer Leif Ronning in Miles City while he interviewed youthful offenders, and helped in the Helena office with files and statistical data.

John's father, Greg Szudera, is Sheriff of Hill County and his mother, Sheila, works for the Havre school district. May 8, 2004 is graduation day at Carroll College, a liberal arts college in Helena.



MAKING AMENDS

Boot camp trainees chop firewood for Deer Lodge Valley seniors

By DIANA SOLLE, Administrative Assistant, Treasure State Correctional Training Center

The trainees at Treasure State Correctional Training Center help pay their debt to society by chopping wood for senior citizens.

The wood was donated by Louisiana Pacific Corporation. Once the wood is chopped, the trainees load it onto Deer Lodge City trucks for delivery to the Deer Lodge Senior Citizen Center parking lot. Senior citizens can then have firewood for the upcoming winter, often delivered to their homes by a community good Samaritan.

The TSCTC trainees can load four dump trucks full of wood in approximately 20 minutes. The project is a means for the trainees to give back to society, while working off frustration and anger, and getting some good old physical exercise.



Montana part of new Interstate Compact Commission

By MELISSA BILLMAN and CATHY GORDON, Montana Interstate Unit

The Montana DOC Interstate Unit has undergone many changes within the past year, including becoming a member of the new national Interstate Commission for Adult Offenders, designed to streamline the transfer and tracking of inmates among states. This will improve public safety by holding states responsible for properly supervising offenders and for obtaining approval for interstate transfers.

Corrections officials and victim advocates from around the U.S. support the new pact.

Member states agree to follow the new Commission's uniform rules, or risk fines, and the uniformity is expected to resolve disputes between states and enforce rule compliance. Each member state must set up a State Council to serve in both advisory and advocacy roles as the Compact develops policies and procedures. Training of P&P officers is next and

the rules are expected to be implemented in about eight months.

Montana's State Council members are Second Judicial District Judge Kurt Krueger of Butte; Kelly Blixt of the Lewis and Clark County Sheriff's Department in Helena; Steve Ette, Region II Probation and Parole, Bozeman; Sen. Tom Zook, R-Miles City; Anita Richards of Seeley Lake, co-chair of the DOC Crime Victims Advisory Council; and Senator Corey Stapleton from Billings.

Along with a new and improved Compact Commission comes new membership dues for Montana of \$18,000 per year. In order to pay the dues, DOC is assessing a \$50 nonrefundable fee to any offender who applies for Interstate Compact. The fee was approved by the 2003 Legislature and the law took effect July 1.

Aside from procedural changes, the Interstate Unit has had a few personnel changes. Connie Perrin retired in October 2002 after many years of

service and Cathy Gordon became the new Deputy Compact Administrator in November 2002. Prior to this, she worked as a probation and parole officer in Helena for five years.

Administrative Assistant Jamie DeLappe came from the Department of Administration in June 2003 and Carrie Castle is the Unit's Compact Correspondent. She has been with the Unit for five years and handles all out-of-state offender cases moving into Montana.

Interstate Specialists handle all of the Montana cases transferring out of state. Rob Bird handles M- Z cases and Melissa Billman handles A-L. Both have been with the Unit for two years.

Montana's legislative authority for participation in the compact commission is found at 46-23-1115 Montana Codes Annotated: Interstate Compact for Adult Offender Supervision.



DOC techies strive to stay ahead of latest computer attacks

By MIKE RACZKOWSKI

Information Technology Bureau

There's a saying in the computer security community, "The only secure computer is one that is unplugged, locked in a concrete vault buried 100 feet underground in a secret location, and I'm not completely confident about that either."

With an ever-increasing number of bad guys trying to wreak havoc on computers, we are faced with patch and security releases on an almost daily basis. Patches are software bandages that repair vulnerabilities or "holes" in the original software. In the past these patches and security fixes were important, but because of other protections were not as high a priority as they are now. The state's firewall protected us from these attacks, our e-mail system protected us from all known e-mail attacks, and our virus scanning software would catch the stragglers.

We all remember the day in the recent past that most of the state's computing resources were shut down because of an attack on the state. While we were protected from the outside world, we were vulnerable to an attack from inside. A laptop taken outside of the state's network and infected can and did start the infection when it is brought back inside and



Mike Raczowski hears about a new computer attack.

plugged into the network. The rapid spread of the attack to unpatched computers within the state resulted in every agency location being isolated and unable to communicate with any other location.

This resulted in new state policy requiring agency Information Technology (IT) staff to install patches and security fixes within strict time frames. Patches for high-risk vulnerabilities must be installed on ALL computers within a 24-hour to 48-hour time frame. We generally receive one or more patches every week that must be installed on all of our computers, which would be a physical impossibility to install if we had to travel to each location and manually install them.

We continue to use the Novell Application launcher to install patches to our Windows 98 computers and have begun to use a software update server to install patches to our Windows 2000 and Windows XP comput-

ers. While this has been successful, we do expect to see occasional glitches. Because new patches are being pushed out on an almost daily basis, notifications will not be sent out unless it requires your computer to be rebooted or requires manual assistance from you for the install. Most of these patches will install in the background while you are working and should be transparent. However you may notice that your computer seems sluggish for a short period. These patches will install when you log onto your computer or shortly after your initial logon. Most patches will install in 1 or 2 minutes but some could take longer. If your computer appears to be slow at logon please do not reboot or shut down; this could cause the patch or your computer to become corrupted. If you experience a slow logon or your computer becomes sluggish for more than 15 minutes please call the help desk to find out if it is a patch install that is causing the slowdown.

If you are working on your machine and it appears to have locked up, do not shut down. Please call the help desk at (406) 444-4234. IT staff will be able to access the status of your computer. Critical patches will be released during the day and may momentarily take control of your computer.

If a co-worker is out of the office (all DOC facilities) for more than two consecutive days, it is important that someone takes the time to log onto his or her computer to receive virus and patch updates. Simply sign on with your CI number and password.

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Where's the Population Report?

The Daily Population Report is updated daily on the DOC website: www.cor.state.mt.us. We no longer publish the report in the *Signpost* because the statistics that are current when we go to press are outdated when you receive the newsletter.



Offender tracking database analysis continues at DOC

By ANITA PISARSKY
Information Technology Bureau

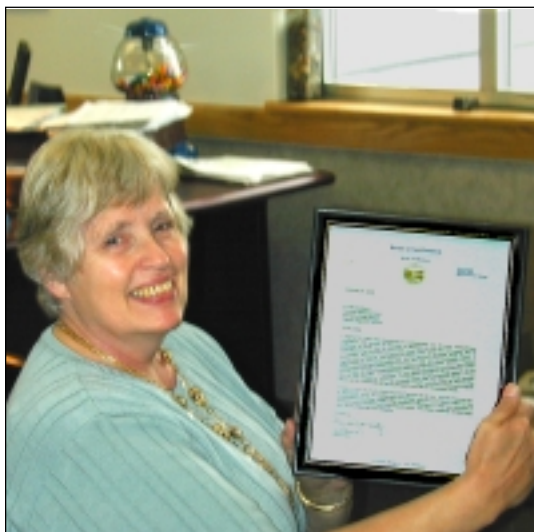
The Department of Corrections is continuing its analysis of the O-TRACK centralized offender tracking system to determine if it fits the bill as a replacement for the ACIS and PRO-Files databases.

Thanks to the many DOC staff members who participated in the recent "gap" analysis of the Probation and Parole, Centers, Institutions and Board of Pardons and Parole modules. Although there were some expected areas of change, sentence calculations for example, we found that few changes are needed in the existing software.

The next step is that IBM will give us an idea of what work is ahead of us, plus a better idea of the cost associated with all the changes we requested. With that in mind, John Daugherty, Mike Raczkowski, and Nancy Wikle (our grant writer) are looking for internal and external funding sources.

Although we are making progress, we still have a multitude of technical decisions to be explored to make this a reality. I appreciate all the encouraging mind sets and patience in this extensive undertaking.

O-TRACK was developed by a consortium of western states, founded by Utah and currently led by Idaho.



LINDA DAVIDSON, who has worked for Montana State Prison since 1970, recently was honored by Governor Judy Martz for her many years of dedicated service, 28 of those years as a Human Resources Manager. "I understand that you often go beyond the normal call of duty by involving yourself in such voluntary employee support efforts as the Christmas gift giving program and Officer Recognition Week," the letter says. "I hope you are as proud of that record of service as we are. It gives me great joy to recognize such an outstanding employee and to point, with pride, to the contributions you have made to the citizens of Montana."

MSP and its award-winning food

By LINDA MOODRY, Public Information Officer
Montana State Prison

Some Montana State Prison inmates might complain that prison food is bad, but the State Advisory Council on Food and Nutrition believes otherwise. The agency, which is attached to the Montana Department of Public Health & Human Services, recently honored the Department of Corrections for implementing nutritional standards that meet national guidelines.

Awards are given annually to recognize individuals and organizations for their work to improve the health of Montanans and to eliminate hunger. Receiving the award for DOC at a ceremony in Helena October 8 were MSP Food Service Director Joe Mihelic, Registered Dietician Ray Hunt, and Director Bill Slaughter.

MSP's award-winning Cook/Chill process is the technology of cooking food to pasteurization temperature long before the day it will be served, rapidly chilling it and then placing it into refrigerated inventory until time of use. Benefits include no serving deadlines to meet or interfere with production. Equipment and personnel are dedicated solely to food processing and can be scheduled for peak efficiency. The produc-

tion staff cooks meals for the entire week (seven days) in a standard five-day, 40-hour week. MSP prepares 9,300 meals per day. Food quality is improved and overproduction is reduced due to precise ingredient control and scheduling that allows sufficient time to prepare food properly. Nutrient retention is increased due to limited exposure to heat, air and moisture.

Montana State Prison provides Cook/Chill to the prison, Treasure State Correctional Training Center, Riverside Youth Correctional Center, Montana State Hospital, the WATCH Program and the Helena Pre-Release Center. Meeting the nutritional standards for the adult facilities and the juvenile facilities was a huge challenge for Mihelic and Hunt. By meeting the nutritional standards for juveniles, the facilities qualify for federal funding for the federal lunch and breakfast program.

Governor Judy Martz presented the awards to DOC, two other agencies and 10 individuals following a catered reception in the Capitol rotunda.



Fall 2003 MCA conference a big success

Thanks to Lisa Hunter and Susan Mergenthaler of the Training Unit for contributing information to this article

More than 120 people from correctional facilities throughout the state attended the 2003 Montana Correctional Association 51st conference, titled "Corrections in Changing Times" September 2-4 in Billings.

The 2004 Executive Board members are as follows: President Terry Young, Pine Hills; 1st Vice President Jean Harding Montana Women's Prison; 2nd Vice President Rae Forseth, Montana Law Enforcement Academy; Treasurer Jason Kovnesky, CCCS Inc; Secretary Lisa M. Hunter DOC Training Unit.

Here are a few comments from participants in this year's conference:

"The MCA conference this year was absolutely outstanding. Fish Sticks was one of the most positive training sessions I have ever experienced. Work has become more enjoyable since I chose my attitude." — Toni Barclay, MSP Technical Corrections Services. (Note: *Fish Sticks... Catch the Energy and Keep It Going! with ACA's Bill O'Connell, was video driven, using Seattle's Pike Place Fish Market as a backdrop. Participants examined how their commitment to shared principles and vision can harness energy, creativity and resilience at work.*)

"The Native American training session was filled with interesting information about the Native American population in the prisons and how the prisons have made accommodations for them to practice their spiritual beliefs...." — Jennifer Welling, Missoula Probation & Parole Officer (Note: *The presentation by Nancy Wikle, Department of Corrections Native American Liaison, described plains Indian culture and how*

Employees honored for service

SANDY HEATON, Treatment Program Manager at Montana State Prison, was named 2003 MCA Correctional Employee of the Year. Six other employees received Outstanding Employee awards at the same time.



Heaton started her corrections career as a case interviewer at the Old Prison in Deer Lodge 30 years ago, and retired December 1. Heaton's work experience has been extensive and diversified in treatment programs that provide a wide variety of cognitive behavioral programs to offenders throughout the system. She is truly a topnotch supervisor, leader and trainer in sex offender treatment.

Heaton testified on bills affecting sex offender registration and notification, and trained others in sexual harassment prevention, diversity, suicide prevention, stress management, and sex offender sentencing. DOC's Cognitive Principles and Restructuring Treatment Program is a direct result of Heaton's hard work and commitment to providing quality treatment programs.

"Sandy was truly an asset to Montana State Prison and DOC," said Linda Moodry, MSP Public Information Officer. "She is personable and was able to motivate staff and clients to achieve their highest capabilities."

Here are the six Outstanding Employee award recipients, the institutions they represent, the award category, and comments from those who nominated them:

■ **JOYCE ROMERO**, Montana Women's Prison, Adult Secure Institution category. Correctional Officer Joyce Romero has been employed at Montana Women's Prison since September 1998. "She has worked many different shifts and always does an outstanding job, no matter what her assignment. Her peers have selected her as Employee of the Quarter three times and she has received six letters of appreciation since starting work at the institution," said the nomination letter by staff.



"Romero's dedication, loyalty and professionalism are an inspiration to us all. She is respected, not only by staff but also by the offenders because she always treats them in a firm, fair, and consistent manner. This devotion, hard work and initiative is an inspiration to us all and has added to the overall team spirit needed to continue to make MWP a great place to work."

■ **MIKE FERRITER** – Adult Community Corrections, Significant Contributor category. "Mr. Ferriter is a team player. He recognizes the importance of seeing the 'big picture,' while considering division, regional and individual needs and issues, said Training Unit Chief



Winnie Ore in her nomination letter to MCA. She noted his key role in assisting the Department through its recent financial crisis. "Without Mike's ingenuity, wisdom and leadership, many more employees would have lost their jobs and additional programs would have been canceled." Ore added that "Mike is an ethical role model and he always walks the talk. He stands behind the

More AWARDS, page 9

More CONFERENCE, page 10



AWARDS , from page 8

Community Corrections staff; he is able to hold individuals accountable without shame or blame.”

Under Ferriter’s leadership, Ore pointed out, the DOC has planned, started and maintained such cutting edge programs as Intensive Supervision Parole (ISP), the Treasure State Correctional Training Center (boot camp), WATCH for felony DUI offenders and the Missoula Assessment and Sanction Center (MASC).

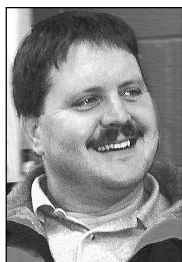
■ **JEFF SNELL**, Billings Probation and Parole, Adult Probation and Parole category. Snell started with DOC in May 1996 at Pine Hills Youth Correctional Facility, where he advanced from Correctional Officer to Shift Supervisor. In November 1998, Snell started as an Institutional Probation and Parole Officer (IPPO) at Montana Women’s Prison half time, while overseeing a caseload of 50 offenders for the other 20 hours.



Snell supervises a new BI Profile low-risk reporting program for about 200 offenders. Instead of reporting in person to a probation and parole officer, offenders approved for the program report in once a month by calling a computer in Denver, freeing up time for other officers to spend on high-risk offenders.

Snell also oversees the Consumer Financial Counseling Group, which helps offenders with their finances.

■ **WAYNE C. TERNES** – DOC Training Unit, Central Services category. Ternes has been a DOC training officer since 1994 under Winnie Ore’s supervision. “Wayne does not just teach a class, he engages each and every student. He makes the material real and memorable; he touches the



lives of the students in a lasting and meaningful way,” Ore said.

Ternes has taught at every Correction/Detention Officer Basic DOC has held – at least 60 to date. His topics range from Professionalism and Ethics to Cell Extraction. He also assists with Drill Instructor and Probation and Parole Officer Basics, and advance courses in everything from Leadership and Supervision, Mental Health topics and Advanced Firearms. “He is quick to assess human need and never passes up the opportunity to lend a hand. He is always willing to coach other instructors when they are struggling with their lessons. He is a great team player. He makes work fun.”

■ **LISA M. HUNTER**, DOC Training Unit, Administrative Support category. “When Lisa arrived we were a disorganized lot. It was not long before she had us all trained and a well-organized system in place,” said Winnie Ore, Training Unit Chief, who nominated Hunter. “She assists employees with their training needs, directing them to classes that will best meet their individual needs,” Ore said.



“She has come in early and stayed late to administer tests, set up a classroom or connect to a distance learning program.”

Hunter recently agreed to develop a distance-learning program for DOC and Ore predicts she will excel. “Supervising Lisa is a privilege. She makes our team look good. She is dedicated, honest and reliable.”

■ STEVE MCARTHUR, CCCS

Inc., Pre-Release Centers category. Steve McArthur, Director of CCCS Community Correctional Programs, is a native of Butte. He has been employed by CCCS, Inc., with which DOC contracts, since the inception of the Butte Prerelease Center in December 1983. He began his employment as a counselor and currently supervises the operations of the Butte Pre-Release Center, Women’s Transitional Center, Connections Corrections Program and Bismarck Transition Center. McArthur also assists Chief Executive Officer Mike Thatcher with development of additional adult community programs.



Thatcher and other CCCS, Inc. staff said McArthur is dedicated to public safety and the success of the offender upon release.

Requirements for POST Certificate are listed on the Montana Board of Crime Control’s web site at <http://mbcc.state.mt.us/post/index.shtml>.

If you have questions, call Susan Mergenthaler at (406) 444-1819. November POST certificates will appear in the next issue of the *Signpost*.

POST Certificates Issued May 22, 2003 to DOC Personnel:

Detention/Corrections Basic	69
Detention/Corrections Intermediate	18
Detention/Corrections Advanced	7
Detention/Corrections Supervisory	4
Detention/Corrections Command	1
Detention/Corrections Administrative	1
New Instructor Certificates	8
Instructor Renewal Certificates	7

**CONFERENCE, from page 8**

spiritual practices are allowed within the confines of safety and security in prisons.)

"The Advanced Firearms training contained great information about focal point shooting, strong hand and weak hand shooting. This information will be very useful to the SRT Team." — Bruce Miller, MSP IPS Sergeant
(*Note: The advanced firearms techniques session with Wayne Ternes, Training Manager for DOC, covered officer survival techniques for close quarter shooting.*)

Among those who helped this training experience succeed were trainer/consultant Bill O'Connell from Florida and Gwen Chunn from North Carolina, American Correctional Association; Allison Toblynne, Account Executive ASP Healthcare NW; Director Bill Slaughter, Winnie Ore, Wayne Ternes, Lisa Hunter and Nancy Wikle, Department of Corrections; Jo Acton, Warden, Manny Zuniga, John Bromberg and Troy Hust, Montana Women's Prison; Mary Pat Kline, Montana Department of Administration; Jean Harding and Terry Young, local committee organizers; Jason Kovnesky, presenter; Doris Poplar, Billings Deputy Mayor; Marko Lucich, Chief, Juvenile Probation; and Jessica Lecner and Scott Harding, who sang the national anthem.

MCE engine cutaway program featured at education conference

By GAIL BOESE, Administrative Assistant
Montana Correctional Enterprises

Montana Correctional Enterprises (MCE) staff David Blaz and Dan Kohr were presenters at the Association for Career and Technology Education Conference October 16-17 in Billings.

The state Office of Public Instruction invited them to speak about the MCE Vo-Ed Toyota Cutaway Training Aides Program. This training program produces automotive training aides from freight-damaged Toyota cars, trucks and parts. Toyota in turn donates the training aids to community colleges, vocational schools and high schools with automotive curricula. Helena High School training staff won the door prize, a transaxle cutaway for use in their automotive classes. The Toyota program at MCE provides offenders a unique opportunity to learn a variety of marketable skills.

MWP assessment center expands

By FERN OSLER, Institutional Probation & Parole Officer
Montana Women's Prison

The Missoula Assessment and Sanction Center (MASC) has proven to be an excellent facility at which to evaluate and screen for placement male offenders facing revocation of their suspended or deferred sentences, probation or parole. MASC was opened last year in the Missoula County Detention Facility in response to prison overcrowding.

The Billings Assessment and Sanction Center (BASC) is now serving the same purpose for female offenders, and that facility recently moved to larger quarters inside Montana Women's Prison.

Since February, BASC had been operating in F-Pod at MWP, an 11-bed secured housing unit. With only 11 beds at BASC, female jail holds were backing up in county jails and MWP was running out of secured housing to lock up inmates for discipline problems. At the same time, the Intensive Challenge Program (ICP), the boot camp for women, had the opportunity to move to its own facility outside the general population building.

The solution? Change the Industry Building at MWP into the new boot camp barracks, so they are totally separate from MWP general population. By moving boot camp, we opened up D Pod, which can accommodate as many as 24 inmates, for the BASC program. This leaves the 11 secured housing cells available for the general population.

BASC inmates are segregated from the main populations with meals, programming and most recreation taking place in D Pod.

Salmonson among recent DOC retirees



Recent retirements of longtime DOC employees include Jon Salmonson, who began his career as a teacher/media specialist at Montana State Prison in January 1987.

Salmonson brought education to the offenders who were not able to go to the library or to school based on their custody level. He cared about his students and tried to make learning interesting and challenging for them. Salmonson established standards of excellence based upon the pupil's abilities.

Other recent or upcoming retirements include the following five. Information about some of them appear in this issue, in conjunction with awards they received recently; the others will be featured in the next issue.

- Norma Boles, Medical Services and WATCH – December 31
- Janet Bouchee, Director's Office – December 31
- Sandy Heaton, MSP – December 12 (See page 8).
- John Paradis, Juvenile Corrections – December 12 (See page 1).
- Jack Powers, MSP – December 26



Push-ups are used as a disciplinary tool at Treasure State, and as a form of "applause" for honored guests. In this photo, the trainees were thanking volunteer Anita Richards (not in photo) for leading a victim impact panel.

TSCTC breaks population record with 63 trainees

By DIANA SOLLE, Administrative Assistant
Treasure State Correctional Training Center

Treasure State Correctional Training Center (TSCTC) held Intake October 28, bringing in Oscar squad with 13 new trainees. This brought the total trainees to 63. With 60 official beds, this number breaks all previous attendance records.

TSCTC's overall average daily population for calendar year 2003 is 50; first quarter was 47, the second quarter was 53, and the third quarter is 51.

It is positive news is that the TSCTC program, a military boot camp format, is being recognized as a viable alternative to prison. Support from the DOC, District Judges, County Attorneys, and Probation & Parole is appreciated.

TSCTC invites visitors to tour the facility. Wednesdays are a good time to visit; graduation, treatment groups, confidence course, and program review can be seen taking place with the usual discipline, exercise, and military bearing.

Medic First Alert training

Employee uses new skills to save her husband from choking

By STEVE GIBSON, Administrator
Juvenile Corrections Division

A staff member at our Great Falls Youth Transition Center submitted the following letter. In October, Carol Nelson, the Juvenile Division Trainer, conducted the training referred to. A big thank you to Carol and all of the employees of the Juvenile Division who continue day in and day out to provide excellent service to our staff, clients and citizens of Montana.

(Medic First Aid is an emergency-care training programs for business, industry, and the general public. Emergency Medical Planning, (EMP) programs were developed in response to the need for business and industry to provide safe work sites and to train individuals how to respond to emergencies. — ed.)

"I attended Medic First Aid Basic training at the Youth Transition Center last week. Having gone through this type training several times in the 10 years that I have been involved with Montana's youth I wasn't expecting to learn anything new and therefore wasn't very excited about going. It turned out to be different from similar training I had before in that it seemed much simpler and the facilitator made it entertaining. I remember going home that evening and telling my family, Ben (husband) and Kelsey, what I had learned and demonstrating some of the newer, simpler techniques on them.

I went on about my life for several days until one night while having dinner and conversation with my family, I made a joke, Ben laughed and then made a very distinctive sound. I looked at him and he motioned to his neck and pointed to the place in the living room where we had practiced what I had learned in Medic First Aid Basic class.

I knew immediately that he was choking. He calmly stood up and turned around and I performed the Heimlich maneuver on him just as I had learned in class. The object popped out and he was able to breathe on the first try. It was all very calm, there was no need for thinking, and it all came very naturally. Ben turned around and hugged me and said "Thank you for saving my life, I love you."

I am crying and scared now just remembering this, trying to put it into words. I cannot tell you what a relief it was that the training that was afforded to me taught me to just react to the situation, just how much I appreciate the facilitator who taught me how to react unemotionally and quickly even when it was my life partner at stake.

Thank you so much for the service you provided for my family and me. I will never forget you."

New Employees

Central Office

Susan Davis-Paulson
Amanda Eslick
Kathleen Grady
Terri Guthrie
Mike Hausler
Judy Little
Patrick Schwarz
Marti Swarens

Montana State Prison

Lauren Casquilho
Vertis Dill
Felix Driver
Amanda M. Fode
Jerry Foster
Tracy Griffin
Trenton Harrington
Jennifer Hartwig
Rosanna Hengst
Richard James
John Jancic
Anita Johnson

Kelly Lorrain Knutson
Sally Odden
Patricia "Gaye"
Pritchett
Tabitha Salle
Timarie Graham
Daniel Flachmeyer
Dawn Lovinggood
Melinda Packer
Gregory Tiner
Joseph Winterer
Ronald Curley
Amy Felt
Dale Salomon - MCE

Montana Women's Prison

Arthur Dolezal
Quint Messerly
Travis Patten
Sean Morrow
Melinda Driscoll

Pine Hills Youth Correctional Facility

Wesley Keller
Clinton Meidinger
Ronald Stoltz
Kara Garrett
Ron Hunt
Matthew Kiddie

Riverside Youth Correctional Facility

Kathy Preston
Willard Lovell

Probation and Parole

Jayson Baxter – Billings
Dave Edwards – Kalispell
Tim Hides – Great Falls
Tanya Nugent – Havre
Shawn Schneider – Kalispell
Heather Snell – WATCH

THE DEPARTMENT OF CORRECTIONS MISSION

The Department of Corrections is dedicated to public safety and trust by holding adult and juvenile offenders accountable for their actions against victims through custody, supervision, treatment, work, restitution and skill development.



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